



DEPARTMENT OF THE ARMY
HEADQUARTERS, AFNORTH BATTALION
UNITED STATES ARMY NATO
UNIT 21601
APO AE 09752

REPLY TO
ATTENTION OF:

ACAN-C

24 June 2009

MEMORANDUM FOR All US Army NATO Personnel Assigned to Allied Joint Force
Command Brunssum

SUBJECT: Battalion Policy Memorandum # 5 – Sexual Harassment

1. REFERENCES: DA PAM 35-20, Unit Equal Opportunity Training Guide, 1 Jun 94, AR 15-6, Procedures for Investigating Officers and Boards of Officers, 30 Sep 96; DA PAM 600-15, Army Command Policy, 13 May 02; and TC 26-6, Commander's Equal Opportunity Handbook, 1 Apr 05.
2. Every soldier in this battalion is responsible for maintaining the highest standards of honesty, integrity, impartiality and conduct. Sexual harassment is illegal conduct because it violates all accepted Army standards of conduct. Sexual harassment adversely affects an individual's dignity and productivity and destroys teamwork and combat readiness. Furthermore, personal relationships in violation of AR 600-20 degrade mission effectiveness and will not be developed or condoned.
3. Department of the Army defines the sexual harassment as:
 - a. Quid pro quo: Influencing, offering to influence; or threatening the career, pay, or job of another person, man or woman, in exchange for sexual favors.
 - b. Hostile Environment: Deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature in a work or duty related environment.
4. I expect each and every soldier and civilian in this battalion to support zero-tolerance for sexual harassment. Your personal commitment to this standard will ensure the prevention of sexual harassment. Each Soldier and civilian is responsible for promoting a work environment free of sexual harassment.
5. Individuals who are sexually harassed should immediately make it clear that such behavior is offensive and report the harassment to the appropriate supervisory level. It is the responsibility of every officer and NCO to examine the matter and take necessary action to ensure that instances of sexual harassment are addressed and corrected immediately IAW existing regulations, policies, and the Uniform Code of Military Justice.

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6. Allegations or complaints of sexual harassment may be handled through the chain of command, supervisors, the office of Equal Employment Opportunity for civilian employees and job applicants, and the military Equal Opportunity Leader or the IG Office, as appropriate.
7. A copy of this memorandum will be permanently posted on all unit and workplace bulletin boards.
8. The point of contact for this memorandum is the Equal Opportunity Leader (EOL), SFC Cogburn-Johnson at DSN 364-2528 or commercial 0031-45-526-2528.


MARVIN G. VANNATTER JR.
LTC, AG
Commanding